

# MARTIN LUTHER KING, JR. BIRTHDAY CELEBRATION



**MONDAY, JANUARY 20, 2025**

**Q Casino + Resort** 1855 Greyhound Park, Dubuque, Iowa

**7:00 a.m. Breakfast 7:30 a.m. Celebration**

# Welcome

HOSTED BY:



SUPPORTED BY:



and these community partners:



# MARTIN LUTHER KING, JR.

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## BIRTHDAY CELEBRATION

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### WELCOME

Rev. Tim Bees, Master of Ceremonies

### ANTHEM / MUSICAL SELECTION

Pastor Victor Evans' Promised Land Ministries Choir  
directed by Adrianna Johnson

*"Lift Every Voice and Sing"* by J. Rosamond Johnson / Weldon Johnson James  
(see page 6 for lyrics)

Gospel Selection

### INVOCATION

Rev. Tim Bees

### DANCE PERFORMANCE

The Dubuque Dance Divas directed by Patricia Seals  
with Terriana Parker and Charina Wheeler

### INTRODUCTION OF KEYNOTE SPEAKER

Rev. Tim Bees

### KEYNOTE SPEAKER

Dr. John Stewart

### CLOSING REMARKS

Rev. Tim Bees

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### faces&voices Committee Members

Anthony Allen, *Dubuque Branch of NAACP, Dubuque Community Schools*

Claudette Bees, *Dubuque Community School District (retired)*

Rev. Tim Bees, *First Baptist Church (retired)*

Mary Ann Conzett, *John Deere Dubuque Works (retired)*

Victor Lieberman, *Northeast Iowa Community College*

Donna Loewen, *Community Foundation of Greater Dubuque*

David Olson, *Dubuque Community School District (retired)*

Marlene Woller, *Honkamp Krueger & Co., P.C. (retired)*

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# Living as a Called Person: MLK and You and Me



## KEYNOTE SPEAKER:

### Dr. John Stewart

John is an author, consultant, trainer,  
and retired university administrator and  
communication professor.

John is a retired university administrator and communication professor. He served on the faculty of the Department of Communication at the University of Washington from 1969 to 2001. He then moved to the University of Dubuque as Vice President for Academic Affairs. John was Special Assistant to the President of UD from 2010 until his retirement in 2016.

During his academic career, John taught, researched, and worked with executive personnel at accounting, medical, manufacturing, architectural, engineering, and legal organizations and with pastors, political candidates, and boards of directors. After moving to Dubuque, he focused his training and consulting efforts on diversity-equity-inclusion (DEI) projects for a variety of for profit, nonprofit, educational, health care, and religious organizations.

John has written or edited 25 books, including 11 editions of *Bridges Not Walls: A Book About Interpersonal Communication*. In 2017 he published *Personal Communicating and Racial Equity, 2nd. ed.*, and his most recent book is *Dismantling Racism One On One: Uniqueness Narrative Equity* (2023). He lives in Dubuque with his wife, Becky.

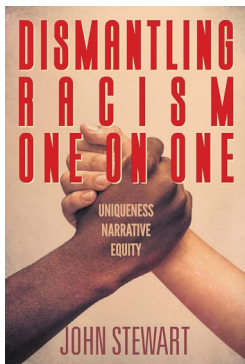
See page 4 for more about John's books.

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## Last year's Keynote Speaker was Dr. Ruth Haley Barton

FOR MORE INFORMATION: [www.dbqschools.org/facesandvoices](http://www.dbqschools.org/facesandvoices)

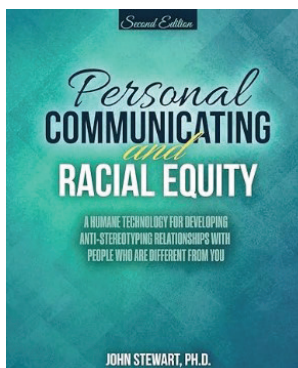
# Books by Dr. John Stewart



## ***Dismantling Racism One On One: Uniqueness Narrative Equity***

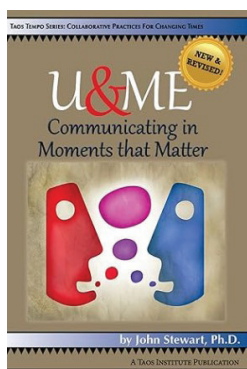
Systemic racism is hugely important, and it's hard to know how best to combat, let alone "fix" it. Racist interactions also happen in one-on-one situations, and these conversations are easier to change. This short book examines four actual conversations, three that transformed the racist relationship between conversation partners and one that didn't. Close readings of these conversations reveal a mental model and six specific conversational choices that you can use to help dismantle instances of racism you experience.

**AVAILABLE FOR PURCHASE AT THIS EVENT!**



## ***Personal Communicating and Racial Equity, 2nd ed.***

*Personal Communicating and Racial Equity, 2nd ed.* was published by Kendall-Hunt (Dubuque) in 2017. It's a 70 page treatment of 9 steps that help build what the subtitle calls "a humane technology for developing anti-stereotyping relationships with people who are different from you." The theme of this book is that it's beneficial to build relationships that are "as personal as possible." The book is designed to be used in workshops and training seminars or as a guide for a major unit in a college course.



## ***U & Me: Communicating in Moments that Matter, rev. ed.***

U & Me: Communicating in Moments that Matter, rev. ed. was published in 2014 by Taos Institute Publications. This is a longer self-help book that also encourages communicating that is "as personal as possible" but that describes what this means in eight different contexts: online, in dating and courtship, among family members, on the job, in learning situations, politics, multicultural situations, and in spiritual and religious contexts.

# Dr. Stewart's Call to Action

## ENGLISH

During our time together, Dr. Stewart highlights one quality of Dr. King's life, and then describes a concrete way we can apply our own version of this quality to racism each of us experiences. The quality he highlights is King's living as a called person. If life is understood as a ride on a tandem bicycle, Dr. King realized that he was in the back seat. He was called by his Christian God, but many others are called by other religious or spiritual forces. We'll listen to King's words as he explains parts of this calling and reflect together on the humility and curiousness that marked his life. After considering the differences between systemic and interpersonal racism, we'll then explore how we respond to the crippling difficulty of "fixing" systemic racism by conversation partners to help transform racist interpersonal interactions. We'll identify a simple mental model and six specific conversational choices that can help invite others to dismantle racism.

## SPANISH

Durante el tiempo que pasamos juntos, el Dr. Stewart destaca una cualidad de la vida del Dr. King y luego describe una forma concreta en la que podemos aplicar nuestra propia versión de esta cualidad al racismo que cada uno de nosotros experimenta. La cualidad que destaca es que King vive como una persona llamada. Si la vida se entiende como un paseo en una bicicleta tándem, el Dr. King se dio cuenta de que estaba en el asiento trasero. Fue llamado por su Dios cristiano, pero muchos otros son llamados por otras fuerzas religiosas o espirituales. Escucharemos las palabras de King mientras explica partes de este llamado y reflexionaremos juntos sobre la humildad y la curiosidad que marcaron su vida. Después de considerar las diferencias entre el racismo sistémico e interpersonal, exploraremos cómo respondemos a la abrumadora dificultad de "arreglar" el racismo sistémico por parte de los interlocutores para ayudar a transformar las interacciones interpersonales racistas. Identificaremos un modelo mental simple y seis opciones de conversación específicas que pueden ayudar a invitar a otros a desmantelar el racismo.

## FRENCH

Au cours de notre rencontre, le Dr Stewart met en lumière une qualité de vie du Dr King, puis décrit une manière concrète d'appliquer notre propre version de cette qualité au racisme que chacun de nous subit. La qualité qu'il met en avant est la vie de King en tant que personne appelée. Si la vie est comprise comme une balade en tandem, le Dr King a réalisé qu'il était sur le siège arrière. Il a été appelé par son Dieu chrétien, mais beaucoup d'autres sont appelés par d'autres forces religieuses ou spirituelles. Nous écouterons les paroles de King pendant qu'il explique certaines parties de cette vocation et réfléchirons ensemble à l'humilité et à la curiosité qui ont marqué sa vie. Après avoir examiné les différences entre le racisme systémique et interpersonnel, nous explorerons ensuite comment nous réagissons à la difficulté paralysante de « réparer » le racisme systémique par des interlocuteurs pour aider à transformer les interactions interpersonnelles racistes. Nous identifierons un modèle mental simple et six choix de conversation spécifiques qui peuvent aider à inviter les autres à démanteler le racisme.

## MARSHALLESE

Ilo ien eo jej bed ibben don, Dr. Stewart ej kwalok juon kadkad in mour eo an Dr. King, innem kwalok juon wewein eo emol jemaroñ kōjerbal kadkad in ñan racism eo jej kajjojo iioni. Kajoor eo ej kwalok ej mour eo an King einwot juon armij eo emwij kir e. Elañe mour ej melele kake einwot juon ettor ilo juon baajkōl, Dr. King ear kile bwe ej bed ilo jea eo itulik. Kar kir e jen Anij in Christian eo an, ak elōn ro jet rej kir ir jen kabuñ ko jet ak jītōb. Jenaaj roñjake nan ko an King ke ej kwalok jet ian kir in im kejōkļōkñen ippān doon kōn ettā im kōñaan eo eaar kakōļleen mour eo an. Elikin ad lale oktak ko ikōtan kalijeklok armij im kalijeklok armij, jenaaj etale ewi wawein ad uwaak ñan apañ eo elap an "kōmmāne" kalijeklok armij jen ro rej konono ibben don ñan jibañ ukōt kalijeklok armij ro jet. Jenaaj kile juon wāween ļōmñak eo epidodo im ļalem kālet in kōnono ko rejimjwe me remaroñ jipañ karuwaineneik ro jet ñan joļōk racism.

## ARABIC

نم اننك ميم ةسوم لم ةقيرط فص ي م، چنكي روتكدل ةايح تافص يدح! يلع ءوضال تراويتس روتكدل طلسي، أعم هيضقن يذال تقولا لال خ چنكي ةايح يه اهيلع ءوضال طلسي يثال ةفصلال. انم لك اهنم يناعي يثال ةيرصنعلا يلع ةفصلال هذو نم ةصاخلا انتخسن قيبطت اهلالخ، يحيي سملال هه لول ءاعد دقل. يفلخال دعقم لم ي ف ناك هه ان چنكي روتكدل كردأ دقف، ةجودزم ةچارو بوك ر اهنأ يلع ةايحل مهف م اذ. ووعدم صخشك أعم لم اتنو ءوعدل هذو نم ءازجأ حرشي وهو چنكي تاملك لىل اع تم تسنس. يرخأ ةيحوو وأ ةينيدي يوق لببق نم نووعدم يرخأل نم ديدعل نكل كل ذعب فشكت تسنس، ةي صخشك ل ةيرصنعلاو ةي ماطنل لاي ب تافال تلخال ي ف رظنل دعب. هتايح ازم لولذل لولضف لاو عوضاوتل تالاعفتل لي وحت ي ف ةدعاسم لل ءتداحم لءاك رش لببق نم ةي ماطنل لاي رصنعلا "حالصا" ي ف ءلثم تمل ءديشل ءبوعصلل بيجتسن فيك يرخأل ءوعد ي ف دعاست نأ نكم ي ف ءدحم ءتداحم تارايخ ءتسو اطي سب أي نهذأ جؤوم ددح نس. ةيرصنعلا صخشك ل

# 2025 Black History and Reading Challenge

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Book discussions will take place at the Carnegie-Stout Public Library on the dates indicated from 3-4 p.m.

For more information, visit [www.dbqschools.org/facesandvoices](http://www.dbqschools.org/facesandvoices) or [www.dubuque.lib.ia.us](http://www.dubuque.lib.ia.us)

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## FEBRUARY 23

*Medgar & Myrlie*  
by Joy-Ann Reid

## MARCH 30

*Stamped from the Beginning*  
by Ibram X. Kendi

## APRIL 27

*April 4, 1968: Martin Luther King's Death and How it Changed America*  
by Michael Eric Dyson

## JUNE 29

*Democracy Awakening*  
by Heather Cox Richardson

## JULY 27

*From Dubuque to Selma & Beyond*  
by Dave Markward

## AUGUST 24

*The Message*  
by Ta-Nehisi Coates

## SEPTEMBER 28

*Lovely One*  
by Ketanji Brown Jackson

## OCTOBER 26

*How Far to the Promised Land*  
by Esau McCaulley

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## LYRICS: *Lift Every Voice and Sing*

Lift every voice and sing  
Till earth and heaven ring  
Ring with the harmonies of  
Liberty;  
let our rejoicing rise,  
high as the list'ning skies, let it  
resound loud as the rolling sea  
sing a song full of faith that the  
dark past has taught us,  
sing a song full of the hope that  
the present has brought us;  
facing the rising sun of our new  
day begun,  
let us march on till victory is won.

Stony the road we trod,  
bitter the chast'ning rod,  
felt in the day that hope unborn  
had died;

yet with a steady beat,  
have not our weary feet,  
come to the place on witch our  
fathers sighed?  
we have come over a way that  
with tears has been watered,  
we have come, treading our  
path through the blood of the  
slaughtered,  
out from the gloomy past, till now  
we stand at last  
where the white gleam of our star  
is cast.

God of our weary years,  
God of our silent tears,  
thou who has brought us thus far  
on the way;  
thou who has by thy might,

led us into the light,  
keep us forever in the path, we  
pray  
lest our feet stray from the places,  
our God, where we met thee,  
least our hearts, drunk with the  
wine of the world, we forget thee,  
shadowed beneath the hand,  
may we forever stand,  
true to our God,  
True to our native land.

Songwriters: J. Rosamond Johnson /  
Weldon Johnson James

Lift Every Voice and Sing lyrics © Edward  
B Marks Music Company, Marks Edward B.  
Music Corp., Glorysound A Div. Of Shawnee  
Press Inc.

# 2024/2025 Tribute Honorees

## KINDERGARTEN

Ariah Collins (Audubon)

### *Honorable Mention:*

Malaya Davenport (Prescott)

Jomona William (Prescott)

## GRADE 1

Zy'eere Determan-Burch (Prescott)

### *Honorable Mention:*

Felicity Kirkpatrick (Prescott)

## GRADE 2

Dezmond Allen (Prescott)

### *Honorable Mention:*

Ashton Chandler (Prescott)

## GRADE 3

Amarionna Minor (Prescott)

### *Honorable Mention:*

Zineah Deah (Prescott)

## GRADE 4

Evelyn Brimeyer (Prescott)

### *Honorable Mention:*

Adriannah Durrah (Prescott)

## GRADE 5

Amelia Fern (Sageville)

Daylilah Hinkel (Prescott)

### *Honorable Mention:*

Eric Clair (Prescott)

## GRADE 6

Erin Cross (Roosevelt)

Vivienne Klar (Roosevelt)

Owen McWilliams (Jefferson)

Olivia Mills (Roosevelt)

Ameena Sinno (Roosevelt)

### *Honorable Mention:*

Luke Brunsman (Roosevelt)

Tre Culpepper (Roosevelt)

Kinsley Horsfield (Roosevelt)

Fiona Schreyer (Jefferson)

Cora Shedek (Roosevelt)

## GRADE 7

Anthony Heine (Washington)

Sam Kieffer and Izzy Cirks (Washington)

Hailey Schmidt, Johanna McCready and  
Greenlee Smidt (Washington)

### *Honorable Mention:*

Cece Burkart (Washington)

Lucy Higgins and Agatha Herbst (Washington)

Michael Hamilton, Harper Beard and  
Beckett Dietzel (Washington)

## GRADE 9

### *Honorable Mention:*

Adriana Smith (Senior)

## GRADE 11

Hope Haylock (Alta Vista Campus)

### *Honorable Mention:*

Desiree Basten (Alta Vista Campus)

## GRADE 12

Shi'nyah Thornton (Alta Vista Campus)

### *Honorable Mention:*

Dylan Hemmer (Alta Vista Campus)

## Youth / Adult Mentoring Groups

### **MENTOR DUBUQUE | Hillcrest Family Services**

Mentor Dubuque is a youth mentoring program that matches children between 5 and 15 with an adult, 18 or older. Mentors and youth meet every other week for a couple of hours to take walks, shoot hoops, bake, share pizza or other fun activities.

FOR MORE INFORMATION: [hillcrest-fs.org/services/youth-mentoring](http://hillcrest-fs.org/services/youth-mentoring)

### **STUDENT MENTORING | Dubuque Community Schools**

Mentors in the Dubuque Community School District provide consistent support, guidance, and concrete help to a student who is in need of a positive role model. Visits are usually done during the lunch period at the school.

FOR MORE INFORMATION: [www.dbqschools.org/district/programs/student-mentoring](http://www.dbqschools.org/district/programs/student-mentoring)

### **DUBUQUE BLACK MEN COALITION**

The mission of the Dubuque Black Men Coalition is to improve the quality of life within our communities. We will accomplish this through concentrated support and leadership to programs and services that offer positive alternatives in educational, vocational, and social activities for the youth and young men that we mentor.

FOR MORE INFORMATION: [www.facebook.com/Dubuque-Black-Men-Coalition-193679937487504](https://www.facebook.com/Dubuque-Black-Men-Coalition-193679937487504)

### **DUBUQUE DREAM CENTER**

Student mentoring is provided at the Dubuque Dream Center for students in grades 3-8. Mentoring is offered after school during the school year, and also during normal operating hours over the summer.

FOR MORE INFORMATION: [www.dubuquedreamcenter.com](http://www.dubuquedreamcenter.com) or 563/845-7591

### **MULTICULTURAL FAMILY CENTER**

The Multicultural Family Center (MFC) offers a variety of after school programs for both middle school and high school students. These programs include Teen Nights, academic support, LGBTQ+ Support Groups, Employment and Job Readiness skills, and Cultural Celebration. The MFC encourages teens to hang out, explore new things, and interact in a safe, fun, and inclusive environment that promotes equity, diversity, and inclusion.

FOR MORE INFORMATION: [www.mfcdqbq.org](http://www.mfcdqbq.org) or 563/690-6126

### **PRESENTATION LANTERN CENTER**

The Presentation Lantern Center offers FREE, one-on-one English and citizenship tutoring as well as other educational programming (e.g., financial literacy, budgeting, loan Q&A) to adult refugees and immigrants aged 18 and older. The center is child-friendly with a safe play area. Programming is made possible by the Sisters of the Presentation and generous donors.

FOR MORE INFORMATION: [thelanterncenter.org](http://thelanterncenter.org) or 563/557-7134

### **THE faces&voices MISSION**

Dubuque is a strong and vibrant community that is inclusive, integrated, and welcoming, thereby attracting and retaining businesses and people of all backgrounds.



#### **YOU CAN SUPPORT OUR MISSION TOO!**

To support the vision of faces&voices, please consider making a tax-deductible donation online at [www.dbqschools.org/facesandvoices](http://www.dbqschools.org/facesandvoices).

SCAN THE CODE OR GO TO:

**[dbqsch.org/MLK](http://dbqsch.org/MLK)**

VISIT [www.dbqschools.org/facesandvoices](http://www.dbqschools.org/facesandvoices) TO LEARN MORE